Department of the Interior BUREAU: US Fish & Wildlife Service Equal Opportunity Data Required to be Posted by the NO FEAR ACT P.L. 107-174

Reporting Period: FY 2004 2nd Quarter (10/01/03 to 03/31/04)

Point of Contact: Lisa Sizemore

Formal Complaints Formal Complaints filed	Point of Contact: Lisa Sizemore	
# of complaints filed	Formal Complaints	
# of individual filers		14
# of repeat filers 0 Number of Complaints by Basis of Discrimination Race 5 Color 0 National Origin 1 Sex 8 Religion 0 Disability 0 Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination Appointment/Hire 4 Assignment of Duties 5 Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	1	
Number of Complaints by Basis of Discrimination 5 Race 5 Color 0 National Origin 1 Sex 8 Religion 0 Disability 0 Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 4 Assignment of Duties 5 Awards 1 1 Conversion to Full-Time 0 0 Disciplinary Action 4 4 Demotion 0 0 Reprimand 2 2 Suspension 0 0 Removal 1 1 Other (Letter of Counseling) 1 1 Duty Hours 0 0 Evaluation/Appraisal 2 2 Examination/Test 0 4 Harassment 3 3 </td <td>I .</td> <td></td>	I .	
Race 5 Color 0 National Origin 1 Sex 8 Religion 0 Disability 0 Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 4 Assignment of Duties 5 5 Awards 1 0 Conversion to Full-Time 0 0 Disciplinary Action 4 4 Demotion 0 0 Reprimand 2 2 Suspension 0 0 Removal 1 0 Other (Letter of Counseling) 1 0 Duty Hours 0 0 Evaluation/Appraisal 2 2 Examination/Test 0 0 Harassment 3 3 a. Non-sexual 3 3	· ·	0
Color 0 National Origin 1 Sex 8 Religion 0 Disability 0 Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 Assignment of Duties 5 Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3		
National Origin 1 Sex 8 Religion 0 Disability 0 Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 4 Assignment of Duties 5 Awards 1 0 Conversion to Full-Time 0 0 Disciplinary Action 4 4 Demotion 0 0 Reprimand 2 2 Suspension 0 0 Removal 1 0 Other (Letter of Counseling) 1 0 Evaluation/Appraisal 2 2 Examination/Test 0 0 Harassment 3 3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Sex 8 Religion 0 Disability 0 Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 4 Assignment of Duties 5 Awards 1 0 Conversion to Full-Time 0 0 Disciplinary Action 4 4 Demotion 0 0 Reprimand 2 2 Suspension 0 0 Removal 1 1 Other (Letter of Counseling) 1 1 Duty Hours 0 0 Evaluation/Appraisal 2 2 Examination/Test 0 0 Harassment 3 a. Non-sexual 3		
Religion 0 Disability 0 Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 4 Assignment of Duties 5 Awards 1 0 Conversion to Full-Time 0 0 Disciplinary Action 4 4 Demotion 0 0 Reprimand 2 2 Suspension 0 0 Removal 1 0 Other (Letter of Counseling) 1 0 Duty Hours 0 0 Evaluation/Appraisal 2 2 Examination/Test 0 0 Harassment 3 a. Non-sexual 3	<u> </u>	
Disability 0 Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 Assignment of Duties 5 Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	I .	
Age 6 Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 Assignment of Duties 5 Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3		
Reprisal 3 Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 Assignment of Duties 5 Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	1	
Non-EEO (Equal Pay Act) 1 Number of Complaints by Issues of Alleged Discrimination 4 Appointment/Hire 4 Assignment of Duties 5 Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	<u>'</u>	6
Number of Complaints by Issues of Alleged DiscriminationAppointment/Hire4Assignment of Duties5Awards1Conversion to Full-Time0Disciplinary Action4Demotion0Reprimand2Suspension0Removal1Other (Letter of Counseling)1Duty Hours0Evaluation/Appraisal2Examination/Test0Harassment3a. Non-sexual3	ļ. ·	3
Appointment/Hire 4 Assignment of Duties 5 Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3		1
Assignment of Duties 5 Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Number of Complaints by Issues of Alleged Discrimination	
Awards 1 Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Appointment/Hire	4
Conversion to Full-Time 0 Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Assignment of Duties	5
Disciplinary Action 4 Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Awards	1
Demotion 0 Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Conversion to Full-Time	0
Reprimand 2 Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Disciplinary Action	4
Suspension 0 Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Demotion	0
Removal 1 Other (Letter of Counseling) 1 Duty Hours 0 Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Reprimand	2
Other (Letter of Counseling)1Duty Hours0Evaluation/Appraisal2Examination/Test0Harassment3a. Non-sexual3	Suspension	0
Duty Hours0Evaluation/Appraisal2Examination/Test0Harassment3a. Non-sexual3	Removal	1
Evaluation/Appraisal 2 Examination/Test 0 Harassment 3 a. Non-sexual 3	Other (Letter of Counseling)	1
Examination/Test 0 Harassment 3 a. Non-sexual 3	Duty Hours	0
Harassment 3 a. Non-sexual 3	Evaluation/Appraisal	2
a. Non-sexual 3	Examination/Test	0
	Harassment	3
b. Sexual 0	a. Non-sexual	3
	b. Sexual	0

Medical Examination	0
Pay Including Overtime	2
Promotion/Non-Selection	4
Reassignment	1
a. Denied	1
b. Directed	0
Reasonable Accommodation	0
Reinstatement	0
Retirement	0
Termination	1
Terms/Condition of Employment	5
Time & Attendance	3
Training	0
Other	0

	#	APT
. All complaints pending during fiscal year	61	149
Investigation	45	167
Final Agency Action	16	97
. Complaints in which a hearing is not requested	26	138
Investigation	15	149
Final Agency Action	11	123
B. Complaints in which a hearing is requested	35	157
Investigation	30	177
Final Agency Action	5	39
Number of Complaints Dismissed		
	#	APT
	1	29
Number of Complaints Filed Prior to Fiscal Year + Pending		TOTA
Pending Complaints Filed Before Fiscal Year		38
Number of Individuals		31
Number in Investigations		8

Number in FAD	11
Complaints Pending in the Current Fiscal Year	TOTAL
Number of Investigations over 180 days	15

	FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION	with a hearing FY 2004		without hearing FY 2004	
	TOTAL	#	%	#	%
BASES	Race	1	100		
	Color	1	100		
	National Origin				
	Sex				
	Religion				
	Disability				
	Age				
	Reprisal	1	100		
	Non-EEO				
ISSUES	Appointment/Hire				
	Assignments of Duties				
	Awards				
	Conversion to Full Time				
	Disciplinary Action				
	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Duty Hours				
	Evaluation/Appraisal				
	Examination/Test				
	Harassment				
	a. Non-sexual				
	b. Sexual				
	Medical Examination				
	Pay Including Overtime				

Promotion/Non-Selection	1	100	
Reassignment			
a. Denied			
b. Directed			
Reasonable Accommodation			
Reinstatement			
Retirement			
Termination			
Terms/Condition of Employment			
Time & Attendance			
Training			
Other			